

# **Colman R. Lalka**

## **Arbitrator - Attorney at Law**

**Practice Limited to Labor Arbitration/Mediation**

P.O. Box 813  
Madison, OH 44057-0813

Phone: (440) 428-1136  
Fax: (440) 428-2813  
E-Mail: clalka@adelphia.net

**November 17, 2006**

### **BIOGRAPHY**

#### **ADR Experience**

##### **Arbitration/Mediation**

- Since 1996 practice limited to labor arbitration and mediation, previously in private practice of law as trial attorney
- Internship in arbitration under a labor arbitrator with over forty years experience in the profession
- September 26-28, 2002, Referee Orientation Program — The Railway Labor Act, sponsored by National Mediation Board and National Association of Railroad Referees
- Basic and advanced courses in mediation
- Arbitrator for the steel industry since 1981
- Arbitrator for the U.S. Postal Service since 1990
- Heard numerous labor disputes in both the public and private sectors dealing with a variety of collective bargaining issues. Taught at Lakeland Community College and for Cleveland State University's Labor Relations Certificate Program. Past experience with uninsured/underinsured motorist arbitrations.

##### **Panels**

- American Arbitration Association (labor arbitrator)
- Federal Mediation and Conciliation Service (labor arbitrator)
- American Arbitration Association's panel of mediators
- National Mediation Board roster of arbitrators
- SERB (Ohio State Employment Relations Board) roster of neutrals
- Pennsylvania Bureau of Mediation, Dept. of Labor and Industry roster of neutrals
- United States Postal Service & National Association of Letter Carriers
- Bituminous Coal Operators' Association & United Mine Workers of America

##### **Advancement of Arbitration Profession**

- National Academy of Arbitrators
- Past American Arbitration Association Faculty
- Past American Arbitration Association's Regional Labor Advisory Council
- Past chairman of the Fee Dispute Arbitration Committee for the Lake County Bar Association
- Labor and Employment Relations Association (Executive Board, N.E. Ohio)

#### Lectures Presented

- November 16, 2006, *Program on Labor Law and Labor Arbitration*, sponsored by the Labor Arbitration Institute
- May 18, 2005, *Labor Case Preparation*, sponsored by the American Arbitration Association
- November 30, 2001, *ADR Day, Labor and Management—Building Relationships for the Future*, sponsored by the American Arbitration Association
- August 30, 2001, *Remedies in Arbitration*, ADR Day, sponsored by the American Arbitration Association
- December 6, 2000, *Pattern Bargaining*, The Conference on Collective Bargaining, sponsored by Cleveland State University, in conjunction with the FMCS and SERB
- July 14, 1999, *Manufacturing & Utility Session on Arbitration*, IBEW Fourth District Progress Meeting
- October 5, 1998, *Mock Arbitration Hearing*, Ohio NALC
- September 17, 1997, *Off Duty Misconduct*, AAA
- November 8, 1996, *Discipline & Discharge*, AAA
- November 1, 1996, *Tactical Issues in Openings and Closings*, AAA
- March 6, 1996, *Stewards Seminar*, NALC Branch 40
- 1995, *Discharge & Discipline*, Cleveland State University
- 1995, *How to Conduct an Investigation*, Cleveland State University
- 1995, *Oral Presentations*, Cleveland State University
- 1994, *Grievance Processing and Grievance Mediation*, AAA

#### Publications

- The Rules of Construction*, Labor Relations Bulletin, Discipline & Grievances, December, 1994
- How to Meet the Burden of Proof*, Labor Relations Bulletin, Discipline & Grievances, December, 1993
- Past monthly columnist on legal issues, The Tribune, New Vistas monthly insert

#### **Education**

- J.D. • Cleveland Marshall College of Law (1981)  
• Admission to Ohio Bar & U.S. District Court (1981)  
B.A. • (Economics) Cleveland State University (1978)

#### **Personal Data**

D.O.B. 6/23/44  
Married  
Excellent Health  
6', 210 lbs.

U.S. Army Security Agency 1962-65 with Security  
Clearance: Top Secret & Crypto Final  
Pilot License

## **Issues**

Absenteeism, Arbitrability, Bargaining Unit Work, Conduct (Off-Duty & Personal), Demotion, Discipline (Non-Discharge), Discipline (Discharge), Discrimination (Race, Sex), Drug & Alcohol Offenses, Fringe Benefits (Bonus, Holidays, Insurance, Leave, Vacation), Grievance Mediation, Health & Hospitalization, Job Performance, Job Posting/Bidding, Layoffs/Bumping/Recall, Management Rights, Past Practice, Pension and Welfare Plans, Promotion, Retirement, Safety & Health Conditions, Seniority, Sexual Harassment, Strikes, Work Stoppages, Slowdowns, Subcontracting, Union Security, Wages (Cost-of-Living Pay, Holiday Pay, Incentive Pay, Job Classification & Rates, Merit Pay, Overtime Pay, Vacation Pay), Work Hours, Work Schedules, Work Assignments, Working Conditions, Work Orders, Violence & Threats.

## **Industries**

Airline, Automotive, Bakery, Beverage, Brewery, Cement, Chemicals, Coal, Commercial Broadcasting, Communications, Construction, Dairy, Education, Electrical Equipment/Appliances, Electronics, Food (Manufacturing, Processing, Service), Glass/Pottery, Health Care, Hospitals/Nursing Home, Lumber, Machinery, Meat Packing, Metropolitan Housing, Nuclear Energy, Office Workers/Clerical, Packaging, Paint and Varnish, Petroleum/Petrochemicals, Pharmaceuticals, Plumbing, Police and Fire, Printing and Publishing, Pulp and Paper, Railroads, Refrigeration/HVAC, Rubber/Tire, Steel, Transit Authority, Transportation, Trucking and Storage, Utilities, University Professors, Warehousing.